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ABSTRACT

This brief publication presents data on the status of women as presidents and heads of colleges and universities in the United States in four tables using national data from a range of institutions and associations. Table 1 shows women's share of chief executive officer (CEO) positions in regionally accredited institutions, branches, and affiliate campuses, by institutional type and control. Table 2 shows women's share of CEO positions in system offices, commissions, and state departments of higher education. Table 3 shows women CEOs by race and by size of institution. Table 4 shows number of women CEOs at institutions, branches, and affiliated campuses between 1975 and 1995. An executive summary lists highlights of the data such as the following: (1) a total of 453 women, representing 16 percent of all presidents, now head U.S. colleges and universities, and that share of college and university presidencies has more than tripled in the last 20 years. Explanatory notes describe criteria for inclusion and major data sources. (JB)

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WOMEN PRESIDENTS
IN U.S. COLLEGES AND UNIVERSITIES

A 1995 HIGHER EDUCATION UPDATE

ED 393 325

A Report of the
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WOMEN PRESIDENTS IN U.S. COLLEGES AND UNIVERSITIES
as of April 15, 1995

A 1995 HIGHER EDUCATION UPDATE

EXECUTIVE SUMMARY

The American Council on Education's Office of Women in Higher Education highlights substantial gains for women presidents over the last 20 years.

1995 Highlights:

- A total of 453 women, representing 16% of all presidents, now head U.S. colleges and universities.
- Women also head 16% of all system offices, state commissions, and state departments of higher education.
- Slightly more than half (52%) of all women presidents are in independent institutions, and just less than half are in public colleges and universities.
- Of all women presidents, 3 in 5 are in 4-year colleges and universities, and 2 in 5 are in 2-year institutions.
- The ratio of women to men campus-based presidents is between 1:6 and 1:7 in 4-year institutions (public and private) and in 2-year public colleges. In 2-year private colleges, the ratio is about 1:4.
- Women presidents are diverse racially and ethnically. Of the 453 women CEOs, 16% are women of color: 39 are African American, 24 are Hispanic, 7 are American Indian, and 2 are Asian American.
- Women presidents serve in all types and sizes of institutions. Among women CEOs, 71% head colleges with enrollments under 3,000, 22% have enrollments between 3,000 and 10,000, and 7% have enrollments over 10,000.

20-Year Trends:

- Women's share of college and university presidencies has more than tripled in the last 20 years, standing now at 16% vs. 5% of all regionally accredited degree-granting institutions.
- Today 453 women serve as CEOs in U. S. colleges and universities, compared to 148 two decades ago.
- Although women CEOs are now almost equally present in public (48%) versus independent (52%) institutions, this represents a dramatic change over the years. Women presidents in the public sector constituted 36% of all women CEOs in 1984, and 11% in 1975.

WOMEN CEOs IN U.S. COLLEGES AND UNIVERSITIES

in office as of

April 15, 1995

A 1995 Report of the Office of Women in Higher Education American Council on Education

Table 1

Women's Share of CEO Positions* in Regionally Accredited Institutions, Branches and Affiliate Campuses, by Institutional Type and Control, 1995

INSTITUTIONAL TYPE	WOMEN n	WOMEN %	MEN n	MEN %	TOTAL n
Independent	**237**	**16**	**1205**	**84**	**1442**
4-Year	199	15	1100	85	1299
2-Year	38	27	105	73	143
Public	**216**	**15**	**1245**	**85**	**1461**
4-Year	78	14	478	86	556
2-Year	138	15	767	85	905
Total	**453**	**16**	**2450**	**84**	**2903**

* CEO of a regionally accredited, degree-granting, institution, i.e., MSA/CHE, NEASC-CIHE, NCA, NASC, SACS-Commission on Colleges, WASC-Sr., and WASC-Jr., in the U.S. and outlying areas (e.g., Puerto Rico).

Table 2

Women's Share of CEO Positions in System Offices, Commissions, and State Departments of Higher Education, 1995

ORGANIZATIONAL TYPE	WOMEN n	WOMEN %	MEN n	MEN %	TOTAL n	TOTAL %
System Offices*	34**	16	174	84	208	100%

* This category includes 2 and 4 year systems, state commissions, and state departments of higher education.
** The above number includes 11 women who also hold the title of campus CEO. The number of men who also hold joint appointments is not readily available.

Table 3
Women CEOs (campus-based) by Race and by Size of Institution, 1995

RACE (n=453)	
African American	39
American Indian	7
Asian American	2
Hispanic	24
Total Women of Color	**72**
Percentage	16%

INSTITUTION ENROLLMENT (FTE)		
Small (under 3,000)	321	71%
Moderate (3,000-10,000)	101	22%
Large (over 10,000)	31	7%
Total	**453**	**100%**

Table 4
Number of Women Chief Executive Officers at Institutions, Branch and Affiliated Campuses Selected Years, 1975-1995

INSTITUTIONAL TYPE (as of)	1975 (12/31/75)	1984 (12/31/84)	1992 (4/15/92)	1995 (4/15/95)
Private	**132**	**182**	**184**	**237**
4-Year	98	134	154	199
2-Year	34	48	30	38
Public	**16**	**104**	**164**	**216**
4-Year	5	32	58	78
2-Year	11	72	106	138
Total Women CEOs	**148**	**286**	**348**	**453**
Total Number of Institutions*	2500	2800	3000	2903
Percentage of Women CEOs	5%	10%	12%	16%

* Before 1995, the total number of institutions cited was derived from two sources. Initially we referenced NCES published tables that distinguished regionally accredited institutions from all other institutions. When this data was no longer reported by NCES, we used estimates from COPA, the Council on Postsecondary Education. By 1995, however, ACE's presidential database was used, as it enabled us to provide a more precise and hopefully reliable count. In any case, the number of total institutions used as a base from which to determine proportions of women and men in presidencies should be regarded as close estimates. In all years, the percentages reported are consistent with other available published data on CEOs in higher education.

EXPLANATORY NOTES

Criteria for inclusion in OWHE's 1995 list of women CEOs were:

(1) Current designation and status as chief executive officer (including acting or interim appointments) in office as of April 15, 1995. In defining CEOs, the most typical titles are president and chancellor, but persons who function as CEOs–and are considered such by their peers–sometimes have the title of provost, campus executive officer, or campus dean. Such exceptions usually occurred within community college systems, as in Virginia and Oregon, or in professional schools, such as some colleges of nursing.

(2) CEO of a regionally accredited, degree-granting, institution, i.e., MSA/CHE, NEASC-CIHE, NCA, NASC, SACS-Commission on Colleges, WASC-Sr., and WASC-Jr., in the U.S. and outlying areas (e.g., Puerto Rico).

(3) CEO of a college or university system, state commission or state department of higher education.

Major sources used in the preparation of this report:

(1) The ACE Presidential Database, a carefully maintained and current computerized database of all CEOs of institutional, affiliate and branch campuses in the U.S. and its territories, as well as of system offices, state commissions on higher education, and state departments of education. This source is used to produce the *AIPE Directory* (Accredited Institutions of Postsecondary Education) annually. We greatly appreciate the assistance of our colleagues at ACE in this effort.

(2) The ACE membership database, representing a large subset of the above.

(3) Information and files of the Office of Women in Higher Education.

In addition, staff also consulted the lists of women CEOs maintained by the American Association of Women in Community Colleges (AAWCC) and by the American Association of State Colleges and Universities (AASCU). These sources were also helpful in adding to or confirming the current list and we gratefully acknowledge the assistance of these associations.

For additional information, please contact the:

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